

## NOW HIRING **Wildlife Rehabilitator**

Application Deadline: March 10, 2024

**Job Title:** Wildlife Rehabilitator

**Department:** Conservation

**Reports to:** Assistant Director of Conservation, Wildlife Care Center

**Classification:** Non-exempt (hourly), Full-time (1.0 FTE), 40 hours per week

**Supervises:** Volunteers

**Salary Range:** \$18.00-20.00/hour, commensurate with experience plus competitive benefits package

### **Benefits Include:**

- Medical insurance: 100% payment of premiums for medical and dental insurance, for employees only
- Competitive leave benefits which include two (2) weeks paid vacation during a staff member's first year of employment, accrual of eight (8) hours paid sick time per month, eight (8) recognized paid holidays as well as 40 hours of flexible holiday time per year, and family leave.
- 401(k) 3% match plus annual fixed amount contribution
- Ability to attend free or subsidized courses at Bird Alliance of Oregon
- Substantial discount at our Nature Store, including optics
- Opportunity to work in one of the most beautiful forests in Oregon

### **About Bird Alliance of Oregon**

Bird Alliance of Oregon has been a leading voice in conservation for over a century. Through conservation advocacy, environmental education, and wildlife rehabilitation, we promote the understanding, enjoyment, and protection of native birds, other wildlife and their habitats. We are located in a 172-acre wildlife sanctuary in Forest Park, just minutes from downtown Portland. With over 15,000 members and 450 regular volunteers, we are the largest independent chapter of the National Audubon Society in the United States. Additional background regarding our extensive education, advocacy, wildlife rehabilitation, and habitat programs can be found at [birdallianceoregon.org](http://birdallianceoregon.org).

Bird Alliance of Oregon's Wildlife Care Center is the largest and busiest rehabilitation facility in the region, treating from 4,000-6,000 injured and orphaned native wild animals each year and is home to a small collection of non-releasable educational animals. Through education and advocacy, the Wildlife Care Center serves as a resource to help our community live more harmoniously with wildlife. The center is operated by 6 year-round staff plus seasonal staff, interns, and approximately 200 volunteers.

Bird Alliance of Oregon has just completed a five-year strategic plan. A core priority is to infuse equity, inclusion, and diversity (EID) into all of the goals and work of the organization. We recognize that in order to serve diverse communities we must also have diversity represented in our staff. Applicants of color, immigrants, and other underserved persons are encouraged to apply.

## Position Summary

The Wildlife Rehabilitator is responsible for performing and overseeing daily operations of the wildlife rehabilitation hospital. This includes carrying out daily husbandry and treatment plans as set by the Wildlife Veterinarian, assisting and advising the public over phone, email, and in person regarding wildlife rescue and humane coexistence, performing intake examinations and setting initial stabilization care plans for new patients, keeping detailed patient records, maintaining a clean, safe and functional hospital, and supervising and training daily crews of volunteers to assist with all of these tasks.

Applicants should have at least two (2) years working with injured and orphaned wildlife, and have demonstrable skill in wildlife medical treatment and triage. They should have or be willing to obtain extensive knowledge of the natural histories of Pacific Northwest fauna and have experience in applying natural history to the daily care of patients. At least 1 year experience in direct volunteer management (or equivalent supervisory experience) and strong skills in prioritization and time management are required. Empathy for people and animals, passion for informal wildlife education, and excellent communication skills are a must.

The Wildlife Rehabilitator juggles a multitude of tasks and priorities with professionalism, flexibility, and a sense of humor. They will be working with volunteers, stakeholders, membership groups, resource agencies and the general public in office and field settings. A passion for wildlife conservation and ability to engage with diverse voices within the movement is an essential element of this job. The job requires weekend and seasonal evening hours, including occasional unscheduled animal rescue calls.

## Essential Duties & Responsibilities

- Manage and perform the daily care and treatment of injured and orphaned wildlife, including:
  - Intake, examination, and creation of initial stabilization plans
  - Daily feeding, cleaning, and enrichment
  - Maintenance of records
  - Assist with carrying out continuing medical treatment plans determined by the Wildlife Veterinarian
  - Maintaining the wildlife hospital in a clean, safe, and functional state
  - Euthanasia of non-repairable, non-releasable, and non-native animals
- Effectively organize a daily team of volunteers, interns, and seasonal staff to ensure all animals receive outstanding quality of care and all applicable local, state, and federal regulations are met.
- Provide ongoing training to volunteers, interns, and seasonal staff and assist in the development and implementation of new hospital policy and procedure
- Provide outstanding public service to callers, visitors, and animal rescuers regarding injured and diseased wildlife, wildlife stewardship, and wildlife coexistence over the phone, email, and in person
- Advance and initiate WCC public outreach efforts in urban wildlife conservation and coexistence, seek opportunities to educate visitors, rescuers, and the general public on wildlife issues
- Participate in occasional off-site wildlife rescue, transportation, and reneating efforts
- Maintain a safe, professional working environment at all times
- Other duties as assigned



## Preferred Qualifications

- Minimum 2 years clinical wildlife rehabilitation experience
- Minimum 1 year volunteer management experience in an animal treatment setting (or equivalent personnel supervisory experience)
- Intermediate wildlife rehabilitation skills including animal handling, nutrition, physical exam, injections, gavage, baseline diagnostics, wound management and euthanasia
- Demonstrated enthusiasm for conservation and wildlife coexistence outreach and education
- Excellent interpersonal, team building, verbal and written communication skills
- Exceptional time management, prioritization, and organizational skills
- Commitment to DEI and substantial cultural competency skills
- Computer skills, including familiarity with Word and Excel. Experience with or ability to learn Wildlife Rehabilitation Medical Database (WRMD)

## Certificates, Licenses and Registrations

- IWRC 1AB Class preferred
- X-ray certification for Oregon (must be obtained within 3 months of hire)
- Certified Euthanasia Technician license (must be obtained within 3 months of hire)

## Working Conditions

- The Wildlife Rehabilitator is a physically demanding job. The employee must stand during most or all of the shift, frequently lift and/or move up to 25 pounds, bend, squat, and reach. Tasks also require fine motor dexterity and grip strength.
- Must have a current driver's license
- Must be able to work regular evenings, weekends, and holidays, and be on call during assigned days
- Occasional flexibility of schedule required
- Ability to use vacation and PTO during peak season (May - Aug) is limited



Sandhill Cranes, photo by Tara Lemezis.

## How to Apply

Bird Alliance of Oregon does not discriminate on the basis of race, creed, sex, sexual orientation, age, religion, marital status, national origin, political affiliation or mental or physical handicap. Candidates of color are strongly encouraged to apply. Bird Alliance of Oregon is committed to building a diverse and inclusive environment, reflecting the diversity of our community in its board, staff, volunteers, and members; ensuring its internal culture, business practices, and programs are welcoming and advancing its diversity goals; and empowering people to make positive changes in their community and environment. More background on our diversity efforts can be found at <http://birdallianceoregon.org/about>

### APPLY ONLINE at [bit.ly/BirdAllianceOregon\\_Application](http://bit.ly/BirdAllianceOregon_Application)

To submit via US Postal Service (if online isn't possible):

Please send your resume, cover letter and the [application](#) found on our website to:

Human Resources  
Bird Alliance of Oregon  
REF: WCC Wildlife Rehabilitator  
5151 NW Cornell Road  
Portland, OR 97210

**Application Deadline:** This position will be open until filled, but preference will be given to applications received before March 10, 2024

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